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U.S. District Court  
Eastern District of MO

UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MISSOURI  
\_\_\_\_\_  
DIVISION

Demetrius Jones  
NAME OF THE PLAINTIFF

- vs -

Gate Gourmet  
8725 Scudder Road  
Berkeley, MO 63134  
Saint Louis County  
NAME OF THE DEFENDANT OR  
DEFENDANTS (Enter above the full name(s) of  
ALL defendant(s) in this lawsuit. Please  
attach additional sheets if necessary.

Case No. \_\_\_\_\_

JURY TRIAL DEMANDED

YES ☒ NO ☐

**EMPLOYMENT DISCRIMINATION COMPLAINT**

1. This employment discrimination lawsuit is based on (check only those that apply):

☒ Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. §§ 2000e, *et seq.*, for employment discrimination on the basis of race, color, religion, gender, or national origin.  
**NOTE:** *In order to bring suit in federal district court under Title VII, you must first obtain a right-to-sue letter from the Equal Employment Opportunity Commission.*

☐ Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. §§ 621, *et seq.*, for employment discrimination on the basis of age (age 40 or older).  
**NOTE:** *In order to bring suit in federal district court under the Age Discrimination in Employment Act, you must first file charges with the Equal Employment Opportunity Commission.*

☐ American with Disabilities Act of 1990, as amended, 42 U.S.C. §§ 12101, *et seq.*, for employment discrimination on the basis of disability.  
**NOTE:** *In order to bring suit in federal district court under the American with Disabilities Act, you must first obtain a right-to-sue letter from the Equal Employment Opportunity Commission.*

Rehabilitation Act of 1973, as amended, 29 U.S.C. §§ 701, et seq., for employment discrimination on the basis of a disability by an employer which constitutes a program or activity receiving federal financial assistance.

**NOTE:** *In order to bring suit in federal district court under the Rehabilitation Act of 1973, you must first file charges with the appropriate Equal Employment Office representative or agency.*

✓ Other (Describe)

Equal Pay Act

**PARTIES**

2. Plaintiff's name: Demetrius Jones

Plaintiff's address: 11114 Towering Pines Drive

Street address or P.O. Box

Saint Louis / MO / 63136

City/ County/ State/Zip Code

(314) 738-8035

Area code and telephone number

3. Defendant's name: Gate Gourmet

Defendant's address: 8725 Scudder

Street address or P.O. Box

Berkeley, MO 63134

City/County/State/ Zip Code

(314) 743-4287

Area code and telephone number

**NOTE: IF THERE ARE ADDITIONAL PLAINTIFFS OR DEFENDANTS, PLEASE PROVIDE THEIR NAMES, ADDRESSES AND TELEPHONE NUMBERS ON A SEPARATE SHEET OF PAPER.**

4. If you are claiming that the discriminatory conduct occurred at a different location, please provide the following information:

\_\_\_\_\_  
(Street Address) (City/County) (State) (Zip Code)

5. When did the discrimination occur? Please give the date or time period:

\_\_\_\_\_  
April, 2016 - July 12, 2016

**ADMINISTRATIVE PROCEDURES**

6. Did you file a charge of discrimination against the defendant(s) with the Missouri Commission on Human Rights?

\_\_\_\_ Yes Date filed: \_\_\_\_\_

✓ No

7. Did you file a charge of discrimination against the defendant(s) with the Equal Employment Opportunity Commission or other federal agency?

✓ Yes Date filed: 10/7/2016

\_\_\_\_ No

8. Have you received a Notice of Right-to-Sue Letter?

✓ Yes

\_\_\_\_ No

If yes, please attach a copy of the letter to this complaint.

9. If you are claiming age discrimination, check one of the following:

\_\_\_\_ 60 days or more have passed since I filed my charge of age discrimination with the Equal Employment Opportunity Commission.

\_\_\_\_ fewer than 60 days have passed since I filed my charge of age discrimination with the Equal Employment Opportunity Commission.

**NATURE OF THE CASE**

10. The conduct complained of in this lawsuit involves (check only those that apply):

☐ failure to hire me

☐ termination of my employment

☐ failure to promote me

☐ failure to accommodate my disability

☒ terms and conditions of my employment differ from those of similar employees

☒ retaliation

☒ harassment

☐ other conduct (specify): \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Did you complain about this same conduct in your charge of discrimination?

☒ Yes

☐ No

11. I believe that I was discriminated against because of my (check all that apply):

☐ race

☐ religion

☐ national origin

☐ color

☐ gender

☐ disability

☐ age (my birth date is: \_\_\_\_\_)

☒ other: I declined to take a position for which  
I didn't possess the proper license.

Did you state the same reason(s) in your charge of discrimination?

☒ Yes

☐ No

12. State here, as briefly and clearly as possible, the essential facts of your claim. Describe specifically the conduct that you believe is discriminatory and describe how each defendant is involved in the conduct. Take time to organize your statement; you may use numbered paragraphs if you find it helpful. It is not necessary to make legal arguments, or to cite cases or statutes.

I was employed by Gate Gourmet in the position  
as a driver. My rate of pay climbed to \$13.79 per hour.  
In April, 2016, my rate of pay was decreased to \$11.08  
per hour without any verbal or written notifications.  
I was informed by the company's general manager,  
Bob Pirkle, that ~~I~~ my pay was cut due to me declining  
a position he wanted me to take. He informed me of  
this after I had filed ~~a~~ complaints with Teamsters

Union. Previously when I inquired about the over-the-road driver position, Bob Pirkle & Danny Ash - General Manager & Asst. General Manager, I was told that I didn't have the proper license to possess the OTR (over the road) driver position. After going back and forth with the general & assistant general managers and the Teamsters Union representative (Dave Lalumandier) and repeatedly being told by the union rep that Gate Gourmet was going to correct this, I quit the position on July 12, 2016. To date (December 22, 2016), nothing has been finalized on all the pay I didn't get. Also, I was denied unemployment so I have not had an income since July 2016.

(Attach additional sheets as necessary).

13. The acts set forth in paragraph 12 of this complaint:

       are still being committed by the defendant.

☒ are no longer being committed by the defendant.


       may still be being committed by the defendant.

**REQUEST FOR RELIEF**

State briefly and exactly what you want the Court to do for you. Make no legal arguments;  
cite no cases or statutes.

I would like for Gate Gourmet to pay me ALL  
of the money they shorted me and I would like the  
money I would have received from unemployment from  
July 2016 to present.

Signed this        day of 22 December, 2016.

  
Signature of Plaintiff